


Life, Accidental Death & Dismemberments & Long-Term Disability Coverage

RFP #23006

TABULATION SCORECARD

	Evaluation Score Card	Non-Responsive	Non-Responsive				
	Life/LTD	BCBSTX	Lincoln Financial Group	Metropolitan	OCHS	Standard	The Hartford
	RFP # 23006						
		Location	Location	Location	Location	Location	Location
Evaluation Criteria	Maximum Score	Score	Score	Score	Score	Score	Score
Price	50.00	0.00	0.00	23.68	46.67	50.00	18.75
Plan Benefits, Services, & Implementation	40.00	0.00	0.00	0.00	36.00	40.00	36.00
References/Municipal Experience	10.00	0.00	0.00	0.00	9.00	10.00	10.00
Total	100.00	0.00	0.00	23.68	91.67	100.00	64.75

BCBS and Lincoln – Non-Responsive. Did not respond to the AD&D questions which are how we currently administer the benefit and would be problematic if they could not do it. Timeframe was short, so we did not follow-up.

Metlife – Said they could not administer our current AD&D spouse process (it is not reliant upon an election for optional employee or spouse life). Also, they allow people to increase 1 level at Annual Enrollment without EOI, which puts the plan at risk. Lastly they have had challenges in implementations from another customer. Because of this, we did not move them to finalist round.

Hartford is our current carrier and responded to questions, but did not make the cut to finalist round due to cost and the renewal quoted. We only requested best and final offers from the Ochs and Standard. Hartford is included below since they are our current carrier (for comparison only of the final 3 responses considered.)

Finalist Comparison by Plans and Benefits

Basic Life Plan Design

	Hartford CURRENT	Ochs	Standard
Basic Life Insurance Benefit:	2x earnings	2x earnings	2x earnings
Definition of Earnings:	Base salary only	Base salary only	Base salary only
Basic Life Insurance Maximum Benefit:	\$500,000	\$500,000	\$500,000
Guarantee Issue Benefit:	\$500,000	\$500,000	\$500,000
Reduction Schedule:	65% 65 - 69 50% 70-74	65% 65 - 69 50% 70-74	65% 65 - 69 50% 70 +
Conversion:	Included	Included	Included
Portability:	Included	Included	Included
Accelerated Death Benefit:	Up to 80%, \$500,000 max	100% up to \$1,000,000	Up to 80%, \$500,000 max

Voluntary Life/AD&D Plan Design

	Hartford	Ochs	Standard
Employee Supplemental Life Insurance Benefit:	1x; 2x; 3x; 4x or 5x earnings	Life: 1x-7x earnings, AD&D: 1x-5x earnings	1x; 2x; 3x; 4x or 5x earnings
Employee Supplemental Life Insurance Maximum Benefit:	\$500,000	Life: \$1,000,000 AD&D: \$500,000	\$500,000
Employee Guarantee Issue Benefit:	\$350,000	\$400,000	\$350,000
Waiver of Premium:	Yes	Yes	Yes
Reduction Schedule:	65% 65 - 69 50% 70-74	None	65% 65 - 69 50% 70 +
Spouse Supplemental Life Insurance Benefit:	Increments of \$1,000	Increments of \$1,000	Increments of \$1,000
Spouse Supplemental Life Insurance Maximum Benefit:	\$350,000	\$350,000	\$350,000
Spouse Guarantee Issue Benefit:	\$50,000	\$50,000	\$50,000
Child Supplemental Life Insurance Benefit:	Increments of \$1,000	Increments of \$1,000	Increments of \$1,000
Child Supplemental Life Insurance Maximum Benefit:	\$20,000	\$20,000	\$20,000

Voluntary Life/AD&D Rates

<u>Employee/Spouse Age</u>	<u>Rate per \$1,000</u>
20 - 24	\$0.060
25 - 29	\$0.060
30 - 34	\$0.080
35 - 39	\$0.090
40 - 44	\$0.150
45 - 49	\$0.250
50 - 54	\$0.410
55 - 59	\$0.660
60 - 64	\$1.030
65 - 69	\$1.780
70 - 74	\$3.390
75+	\$3.390
Voluntary AD&D Rate per \$1000 of coverage	\$0.020
Voluntary Child Life Rate per \$1000 of coverage	\$0.080

- Standard and Ochs matched the current Hartford rates
- Both vendors quoted a 3-year rate guarantee with contingent rate guarantees for years 4 and 5



Life Questionnaire

	Hartford	Ochs	Standard
How many public entity clients in Texas?	N/A	17	143
Will the client have a dedicated account manager?	Yes	Yes	Yes
True open enrollment offered at renewal?	No	No	No
Voluntary AD&D can be elected for employee or spouse without voluntary life election	Confirmed	Confirmed	Confirmed
Voluntary spouse AD&D election can exceed voluntary employee AD&D election	Confirmed	Confirmed	Confirmed

LTD Plan Design

	Hartford	Ochs	Standard
Monthly Benefit Percentage	50%	50%	50%
Maximum Monthly Benefit	\$6,600	\$6,600	\$6,600
Elimination Period	180 days	180 days	180 days
Benefit Duration	SSNRA	SSNRA	SSNRA
Own Occupation Period	24 months	24 months	24 months
Pre-Existing Condition Exclusion	3/12	3/12	3/12
Telephonic Claims?	No	No	Yes
Is W-2 Preparation Included?	Yes	Yes	Yes
Is FICA Match Included?	Yes	Yes	Yes